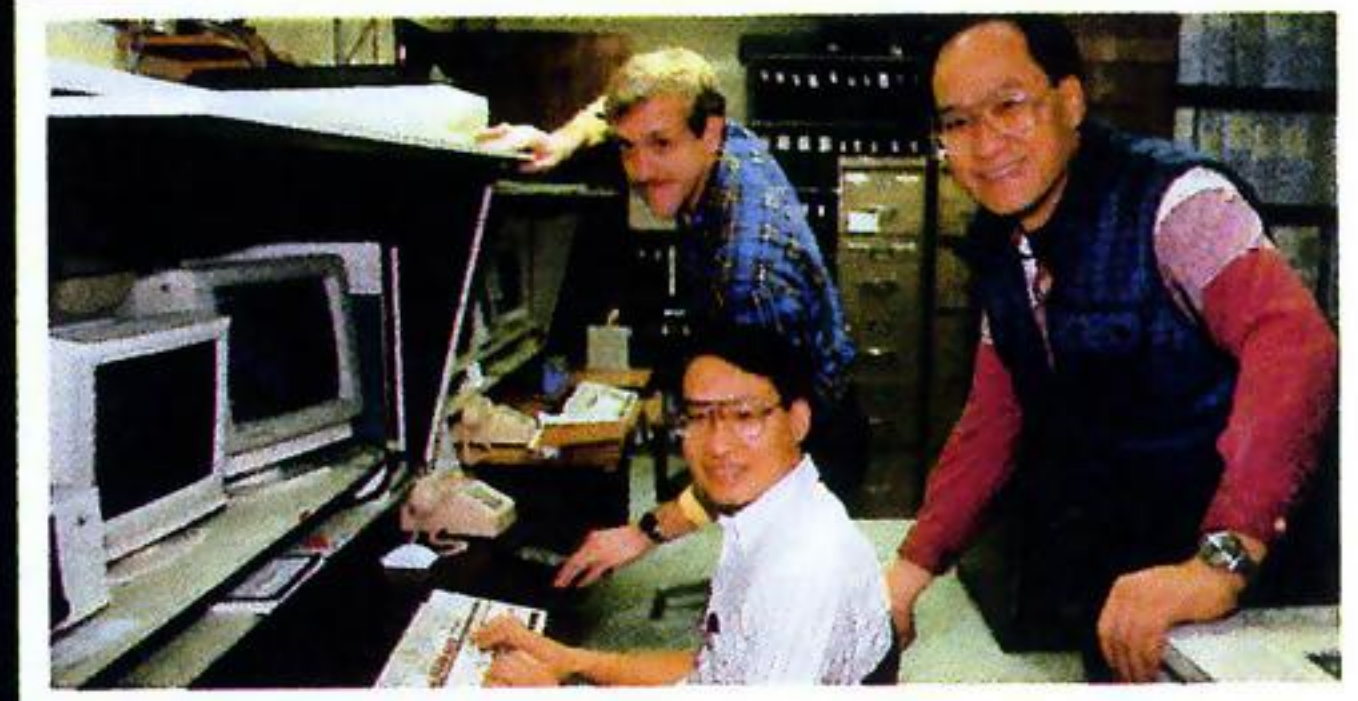


WELCOME TO GULF STATES UTILITIES



WHAT IS OUR MISSION?

Our mission at Gulf States is simple – to give our customers the best service at reasonable costs.

To do that we believe we must –

- Meet the needs of our public and investors responsibly
- Develop and utilize our human resources fully
- Provide a safe environment free of unnecessary hazards

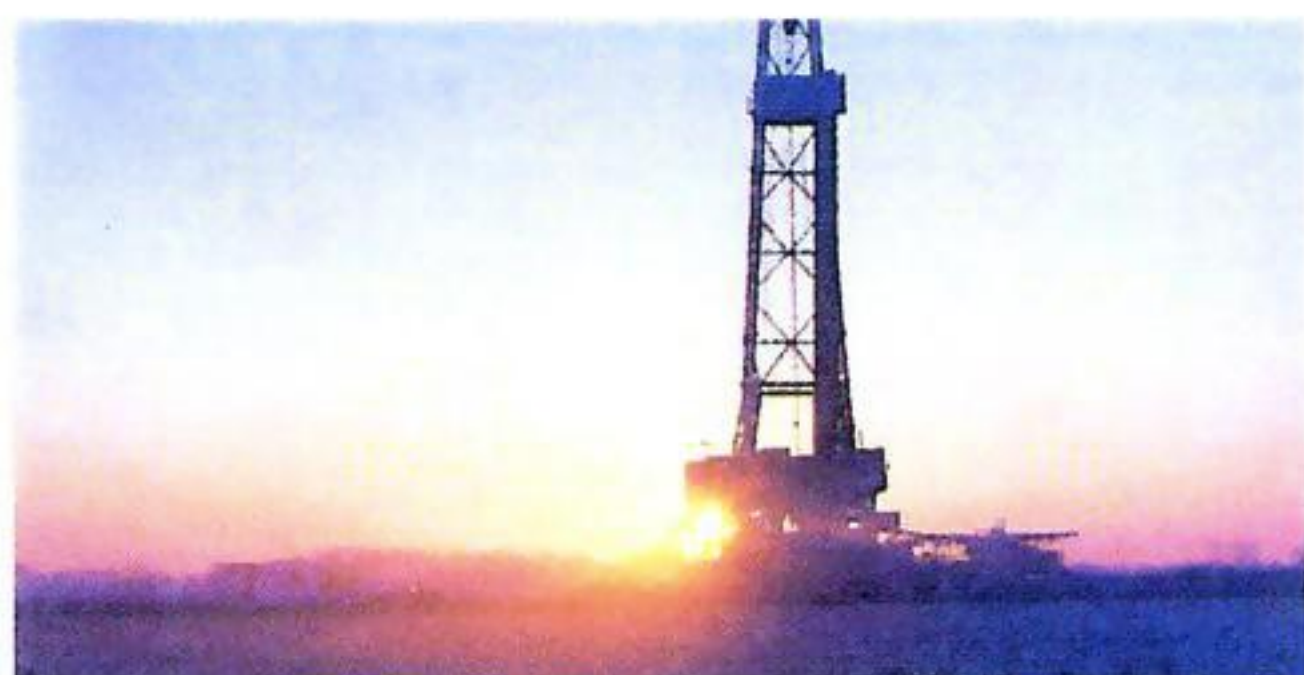
- Adapt to changes in the business climate caused by such factors as the economy, technology and the environment
- Conduct our business openly, ethically and lawfully
- Take the lead in programs that improve the quality of life in our service area.

HOW DO WE CARRY OUT OUR MISSION?

We believe it is important to manage our company's resources so we can continue to earn the confidence and respect of our investors. Our performance goals are clearly defined and we do our best to achieve them cost effectively.

We encourage innovation and progressive ideas so our high standards of customer service will continue. We employ, develop, motivate and reward outstanding employees who provide the talents, knowledge and experience to turn this mission into reality.

In all facets of our business, we continue to strive for excellence.

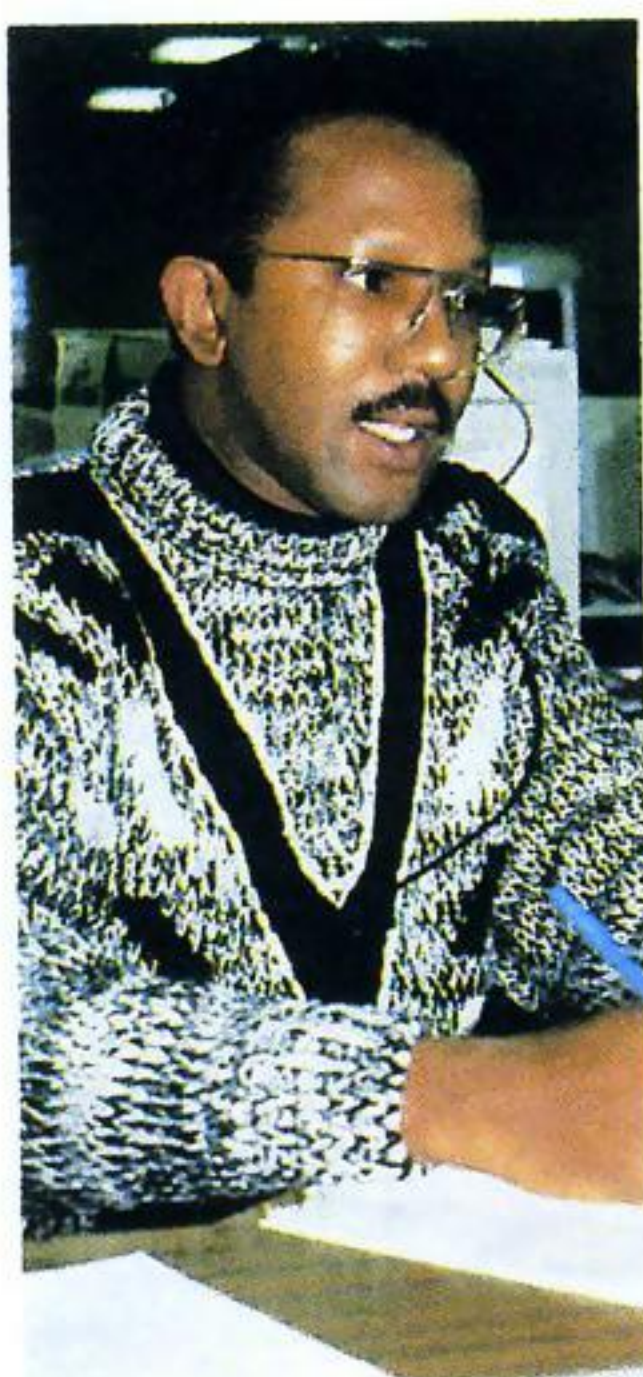
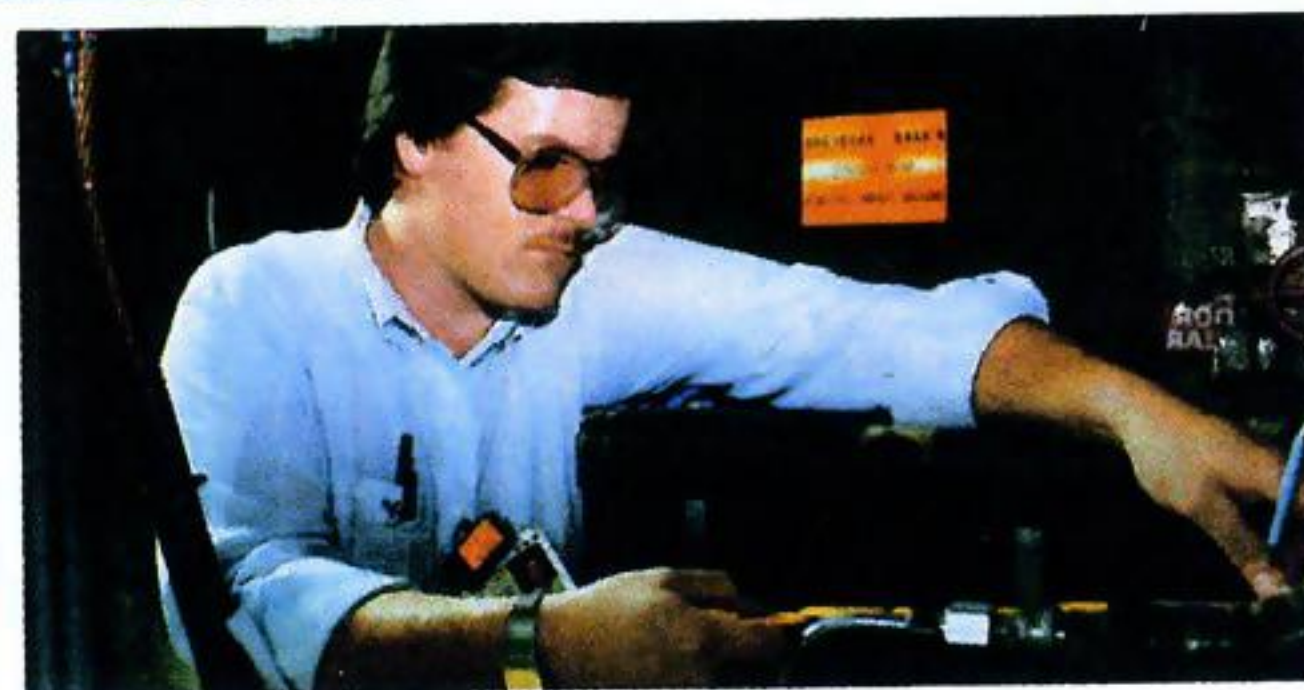
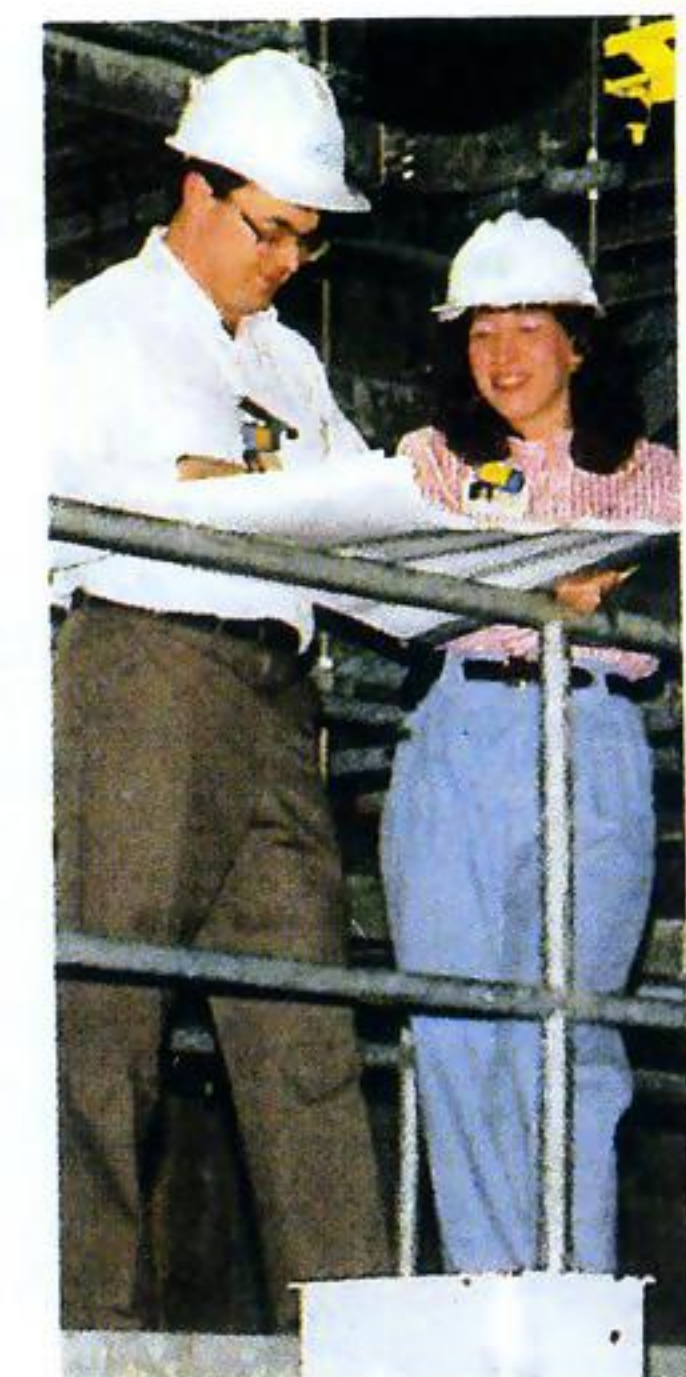


YOU AND GSU Responsibility comes early at Gulf States Utilities.

Your on-the-job training starts when you walk through the doors at Gulf States. The functions of your job are your responsibility – the reason you were hired. The pace may be fast, but the friendly, helpful climate will be conducive to your getting the job done.

You'll be challenged Success doesn't come easy. You'll be expected to show initiative, integrity and progressive ideas as you perform your work. Although high quality of output is expected, you'll have the assistance and training you need to get the job done.

You'll be rewarded There is satisfaction in doing a job well ... good work is recognized. As your skill and proficiencies increase, so will your responsibilities. There is unlimited opportunity for those who are willing to put forth the effort. Most importantly, your opportunities will come when you are ready to take the next step.



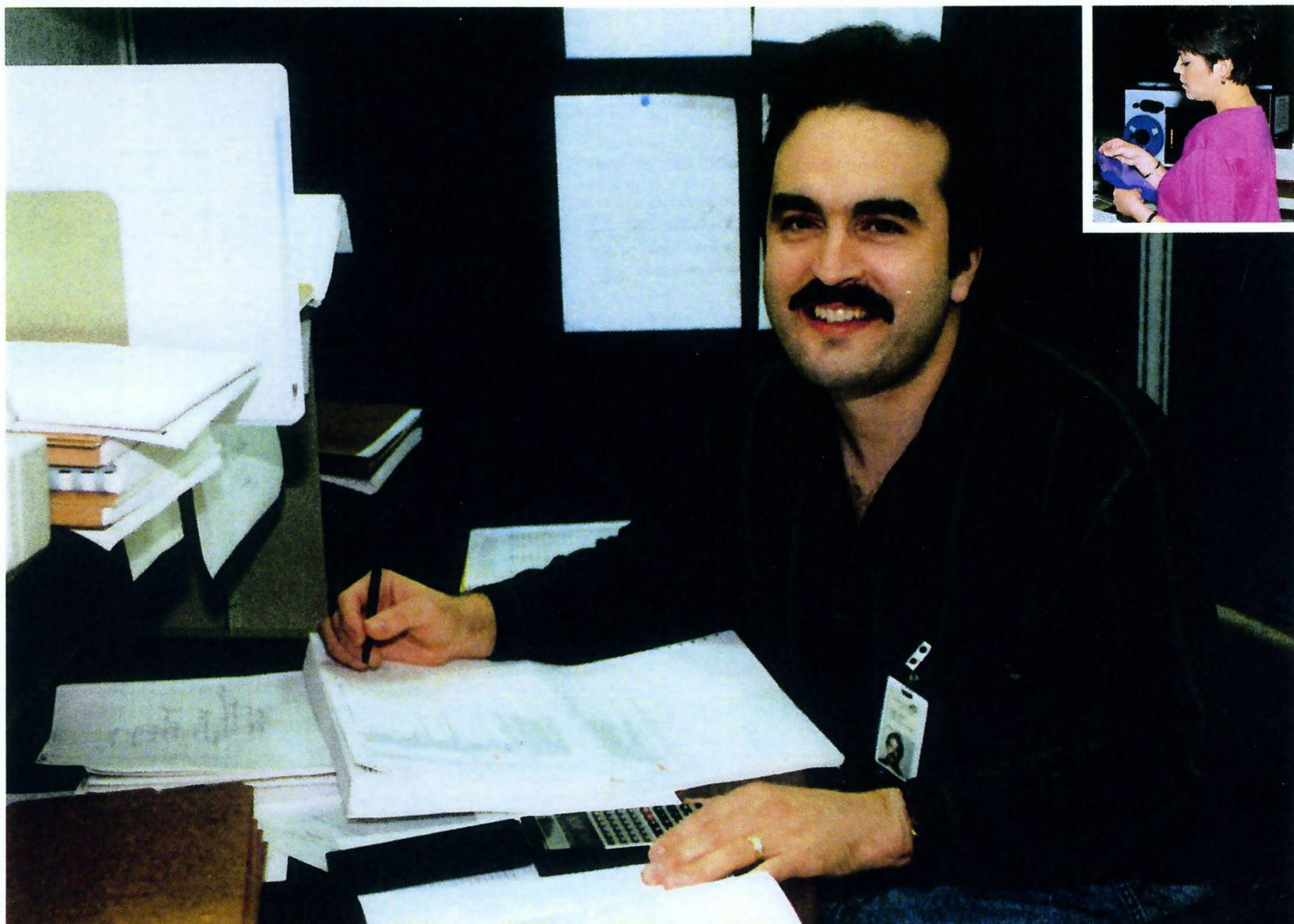
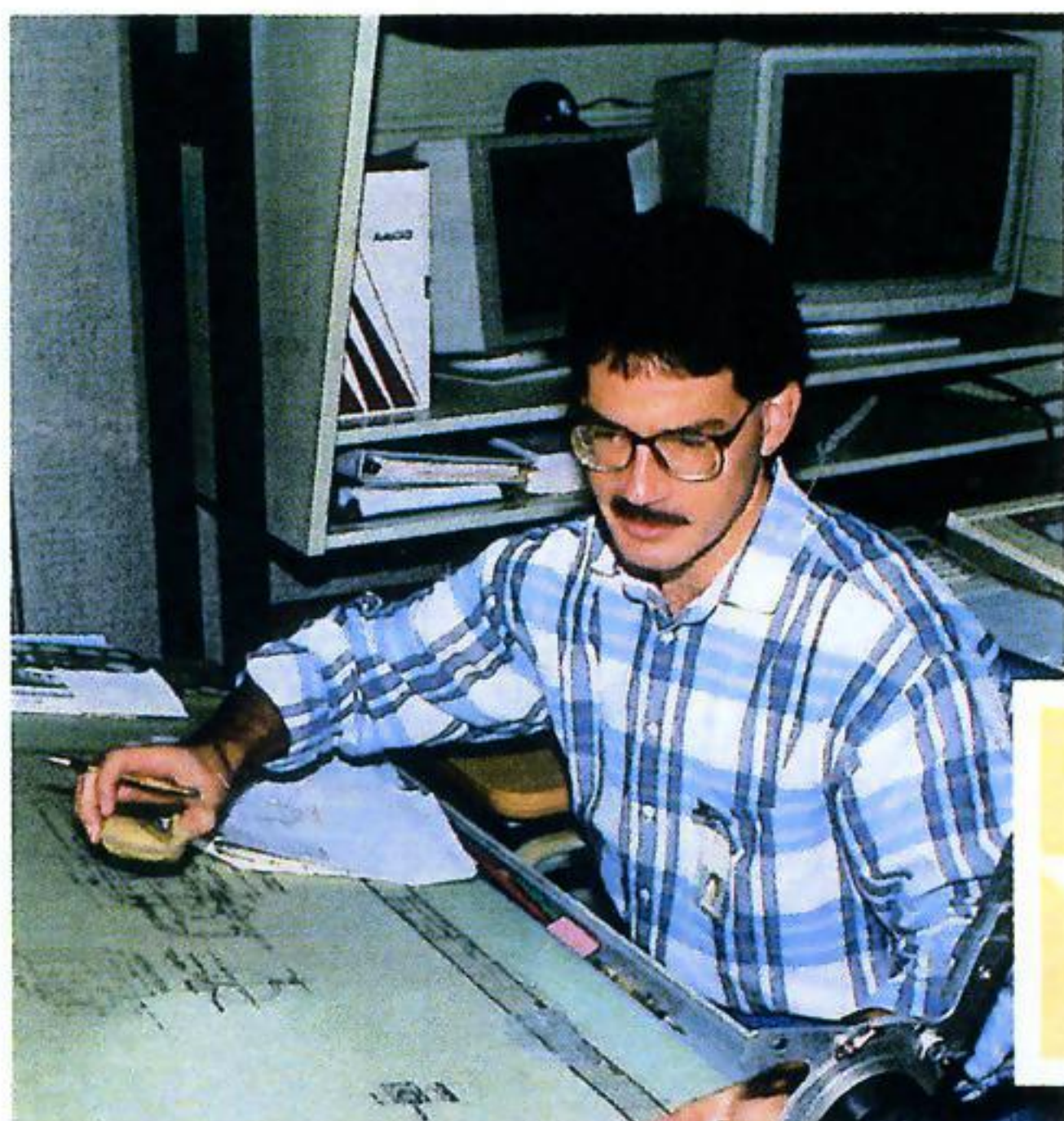
WHAT OUR COMPANY

IS LIKE Gulf States is a large company with a family feeling. From our headquarters in Beaumont, Texas, we serve customers in Southeast Texas and South Central Louisiana. An investor-owned utility, Gulf States is listed in the Fortune 500 group of companies and our stock is traded on the New York Stock Exchange.

Some 1.4 million people live in the GSU service area, which includes the northern suburbs of Houston and the major cities of Conroe, Huntsville, Beaumont and Port Arthur, Texas, as well as Lake Charles, Lafayette and Baton Rouge, Louisiana.

Gulf States generates, transmits and sells electricity to over 563,000 customers in a 28,000-square-mile area.

The company owns and operates a natural gas retail distribution system which serves about 83,000 customers in the Baton Rouge area. Gulf States also provides service to municipalities and rural electrical cooperatives in both states and is involved in several cogeneration projects.



IN THE BEGINNING...

There was ice, water and electricity. That was over 60 years ago. As the business grew, the company's interest in ice and water was sold and all efforts were directed toward the generation of energy – primarily electricity and natural gas. The years have added coal and nuclear power to our generating capacity.

Although the company has been through some challenging times, we are moving steadily forward. Gulf States will continue to make progress because

of the hard work and dedication of our employees, many of whom have worked for the company 10, 20 and 30 years or more.

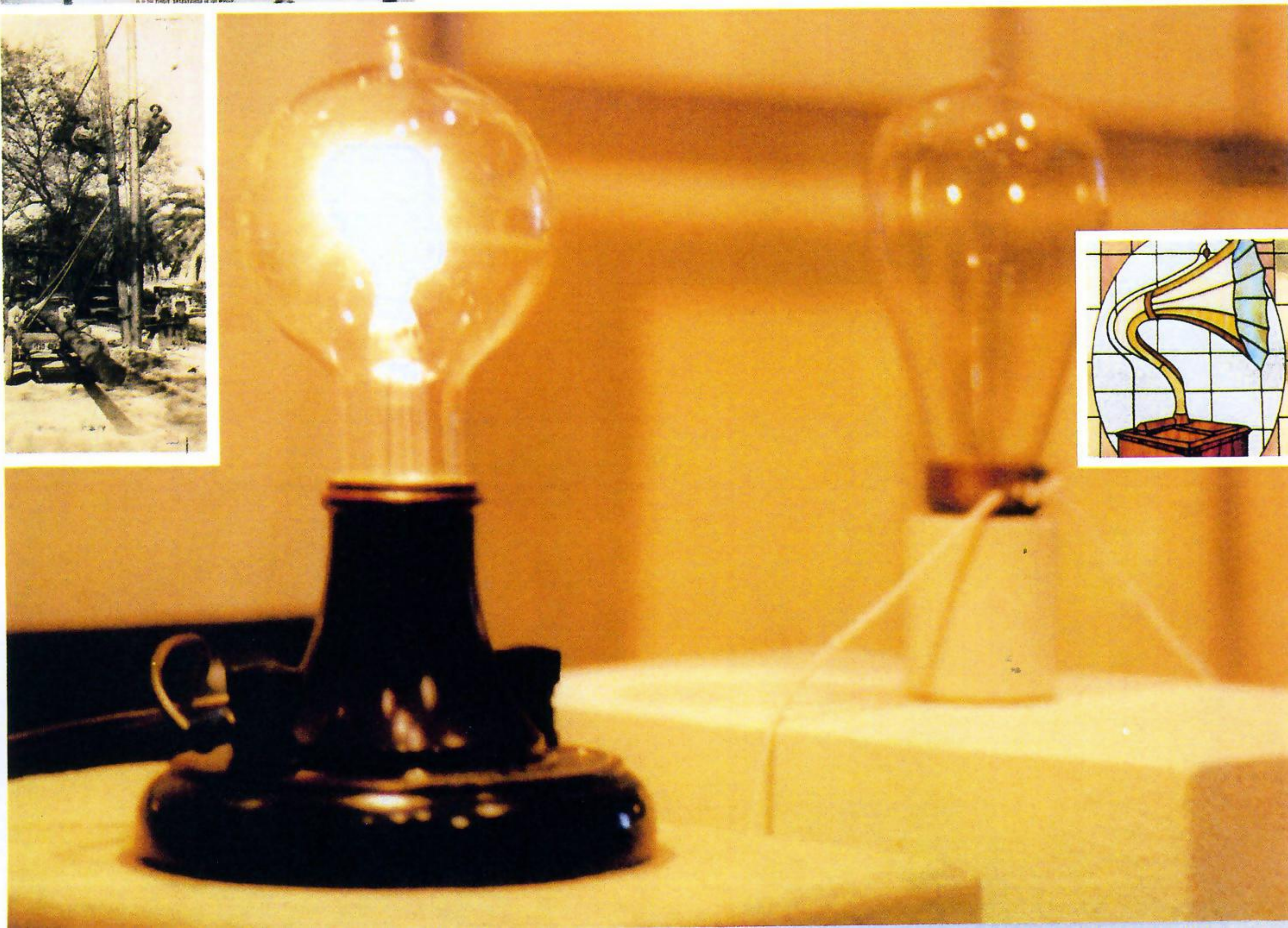
While the economy of the Gulf States service area has experienced some past sluggishness, the company has put forth a concerted effort to work closely with local governments, community groups and economic development entities to attract industry, create jobs and foster growth in the service area.

Because of these efforts and worldwide economic conditions, both

Texas and Louisiana are experiencing plant expansions and new growth. Our long range predictions are for the growth of Gulf States to parallel that of the service area.

That growth will mean it is possible for you to begin at an entry-level job and progress over time to a senior management position within the same area of the country. A number of our current officers have followed this route of career progression.

We are always interested in adding talented people who can grow with us. Could you be one of them?



ARE LIKE On the job or in the community, our employees ARE Gulf States Utilities. Day-in and day-out, whether conditions are adverse or favorable, they provide our customers with dependable, reliable service. They set goals and achieve them. They follow through on commitments.

Gulf States looks for employees who are fully competent in their fields of expertise. These employees are confident of their abilities to meet daily challenges. Below are some of the ways your degree can fit into the GSU System.



GSU OPPORTUNITIES	Transmission and Distribution	Engineering and Construction	Nuclear Plant	Production	Accounting Services	Human Resources	Financial Services	Marketing	Computer Applications	YOUR DEGREE OR CAREER INTEREST
										Engineering
•	•	•	•				•			Electrical
•	•	•	•				•			Mechanical
•	•	•	•				•			Civil
	•	•	•				•			Structural
	•	•	•				•			Industrial
	•	•	•				•			Chemical
		•								Nuclear
										Accounting
•	•	•	•	•	•	•	•			General
				•						Tax
			•	•						Fuel
				•						Budgeting & Control
				•						Financial
										Business Administration
					•		•			General Business
					•		•			Management
					•					Personnel Administration
							•			Marketing
						•	•			Economics
					•	•	•			Finance
	•	•								Construction Management
	•	•								Environmental Sciences
	•	•	•							Chemistry/Physics
								•		Computer Science

In the Community When the work day ends, many GSU employees find time to become involved in the community as volunteers.

Besides raising funds for organizations like the United Way and the American Heart Association, they

have participated in such other activities as –

- Operating telephone banks for the Muscular Dystrophy Association
- Raising a \$2,000 scholarship for a disadvantaged Beaumont sixth grader with good test scores to attend Lamar University if he or she completes high school
- Working in the Adopt-A-School program as tutors, mentors and helpers
- Performing musical variety programs in nursing homes and at shopping malls
- Building children's playgrounds
- Assisting in Special Olympics track meets
- Cleaning streets and picking up trash
- Recycling used computer paper and donating the proceeds to charity
- Taking food and clothing to needy families
- Building a special fishing pier so children in wheelchairs could participate in a fishing rodeo at the company's Sabine Station power plant



WHAT IT'S LIKE TO WORK HERE

The Gulf States work atmosphere encourages teamwork, technical competence and innovation. Although the company is large, a "small company" work atmosphere is achieved through the interactions employees have at all levels. Besides normal promotion opportunities, there are intracompany transfer opportunities.

After suitable tenure, professionals have the opportunity to continue to progress in a technical career or to

branch out into supervision. Our dual career ladder program allows people involved in technical work to stay financially abreast of most managers of similar years of service.

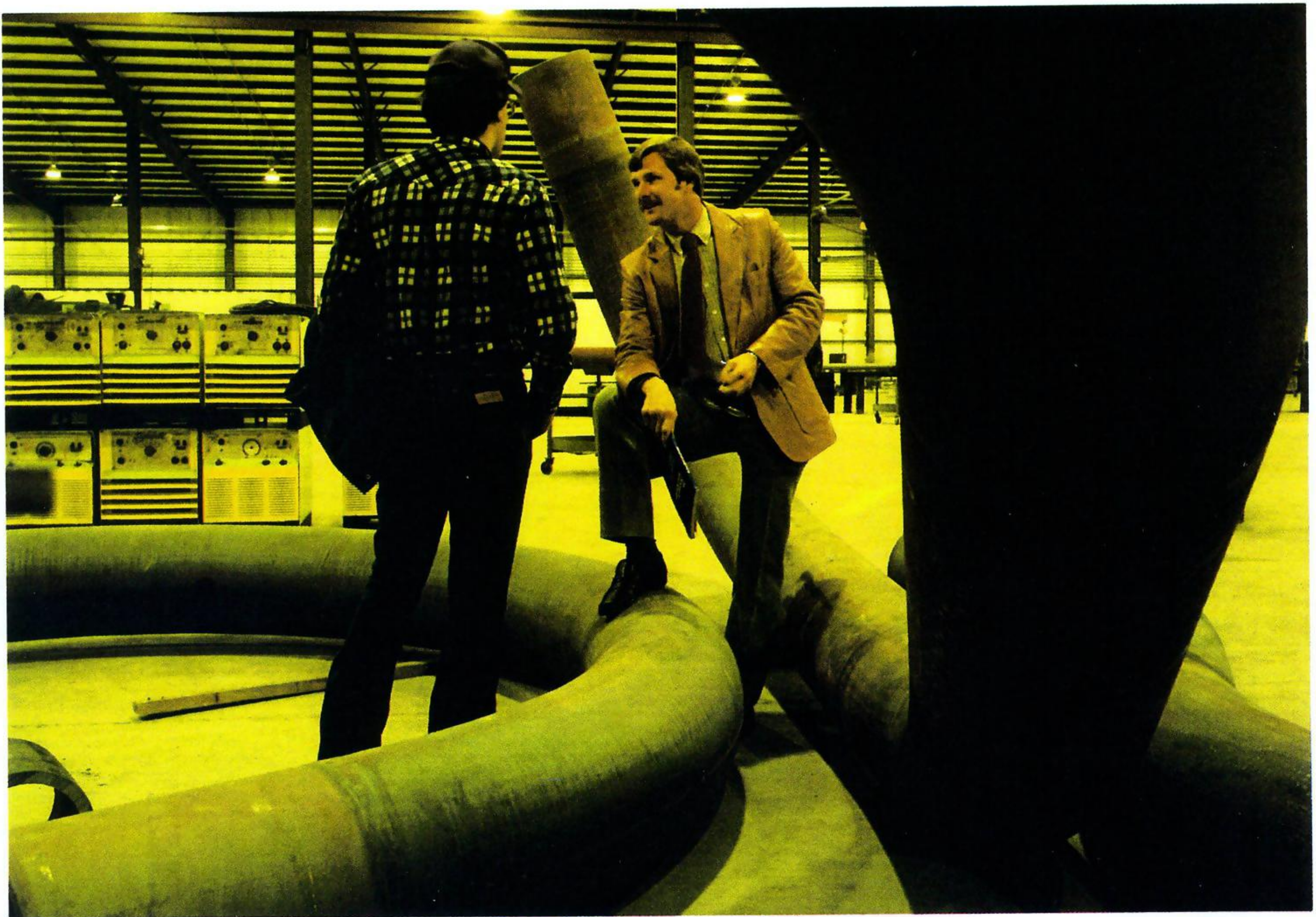
Because of the company's size, advancement opportunities are plentiful. To help you prepare for these opportunities, Gulf States provides extensive training and development suited to your needs.

In the area of compensation, our aim is to keep our employees' salaries comparable with those of similar occupations in our service area and the industry. Each year we determine,

through surveys and other means, what those salaries should be.

Additionally, Gulf States provides a full range of employee benefits, some of which begin the first day of employment. Besides outstanding life, medical and dental insurance benefits, the company provides a

- Thrift Plan
- Merchandise Reimbursement Plan and
- Relocation assistance to both newly-employed and current employees who transfer to another work location.



"I HAVE TO THINK ON MY OWN AND RUN THE PROJECT. I PERFORM WELL THAT WAY."

"I wanted to live here and Gulf States had the most competitive salary in the area for an entry-level engineer," says Southeast Texas native Elaine Dearbonne.

Four years ago Dearbonne joined the Internal Audits group of Gulf States where she performed operational audits. "The work was similar to industrial engineering," she recalls. "I surveyed groups like meter reading, looked at the technical way jobs were performed and tried to find the most efficient method to do them."

From Internal Audits she moved to Design Engineering, where she works with computer-aided design and computer-aided engineering

(CAD/CAE). Her current project is converting the company's manual feeder maps to a computerized format. "When we're finished, you'll be able to locate any distribution feeder anywhere in the system," she says, noting this is part of a larger project to provide the company with an integrated facilities data base.

Dearbonne describes her work as "fast-paced," since she must keep up with daily changes in the personal computer industry. "My supervisor shows confidence in me and allows me to use my creativity," she remarks. "I have to think on my own and run the project. I perform well that way."

Dearbonne also enjoys interacting with engineering groups in Gulf States' five divisions. "I get out, meet with

people and see how the company really operates. That satisfies my personality," she says.

What does she like about Gulf States? "It's a large company with a small company feel. People know each other. There's no stuffiness. I know I can build my career right here." To prove it, Dearbonne is pursuing a Master's of Engineering Management degree under the company's financial aid to education program. Upon graduation her expenses will be fully reimbursed by the company.

At home Dearbonne and her husband raise Simmental cattle on their 33-acre farm. "Working with the cattle are my relaxation," she grins.



**GULF STATES
UTILITIES COMPANY**

Elaine Dearbonne
B.S.-Psychology and B.S.-Engineering
Lamar University
Beaumont, Texas



"I THOUGHT THIS JOB WOULD BE A STEPPING STONE, BUT I'VE KEPT LEARNING AND ADVANCING MY CAREER RIGHT HERE."

"This was my first job out of college and I've already been here ten years," says Adolph Tingan, senior systems analyst, Computer Applications.

"Initially I thought this would be a stepping stone, but I've kept learning and advancing my career right here."

Joining Gulf States as an accountant, Tingan became a staff accountant and then coordinator-special projects in Accounting Business Systems. Next he moved to Computer Applications where he has progressed from systems analyst to senior systems analyst.

"In Accounting Business Systems, I designed and wrote programs for the 'number crunchers,'" Tingan recalls. Now in Computer Applications, he

designs programs that allow the accountants to input and/or retrieve data so someone in the job he held before can use the information. This has given him an opportunity to see both sides of the picture.

"The challenge of my job is working with a machine which does exactly what I tell it to do," says Tingan. "The frustration comes when my logical mind thinks I'm telling it what to do and, obviously, I'm not. Then I have to sit back, refocus and try another approach."

Tingan says there is a constant challenge to keep abreast of the many new products that are required to do his job. He finds it challenging to learn these new products and techniques that will be necessary in the future.

The former Ghana, Africa, track star says he enjoys the team approach at Gulf States. "I've worked on several team projects, such as installing a

general ledger package, designing an online time sheet system and designing and installing an accounts receivable system," he remarks.

An outdoorsman, Tingan says he finds the Gulf States service area a good place to raise a family. "I coach a youth soccer team, enjoy fishing with my kids and taking them to the beach." He says the area is large enough to offer certain social amenities, yet small enough to get around easily.

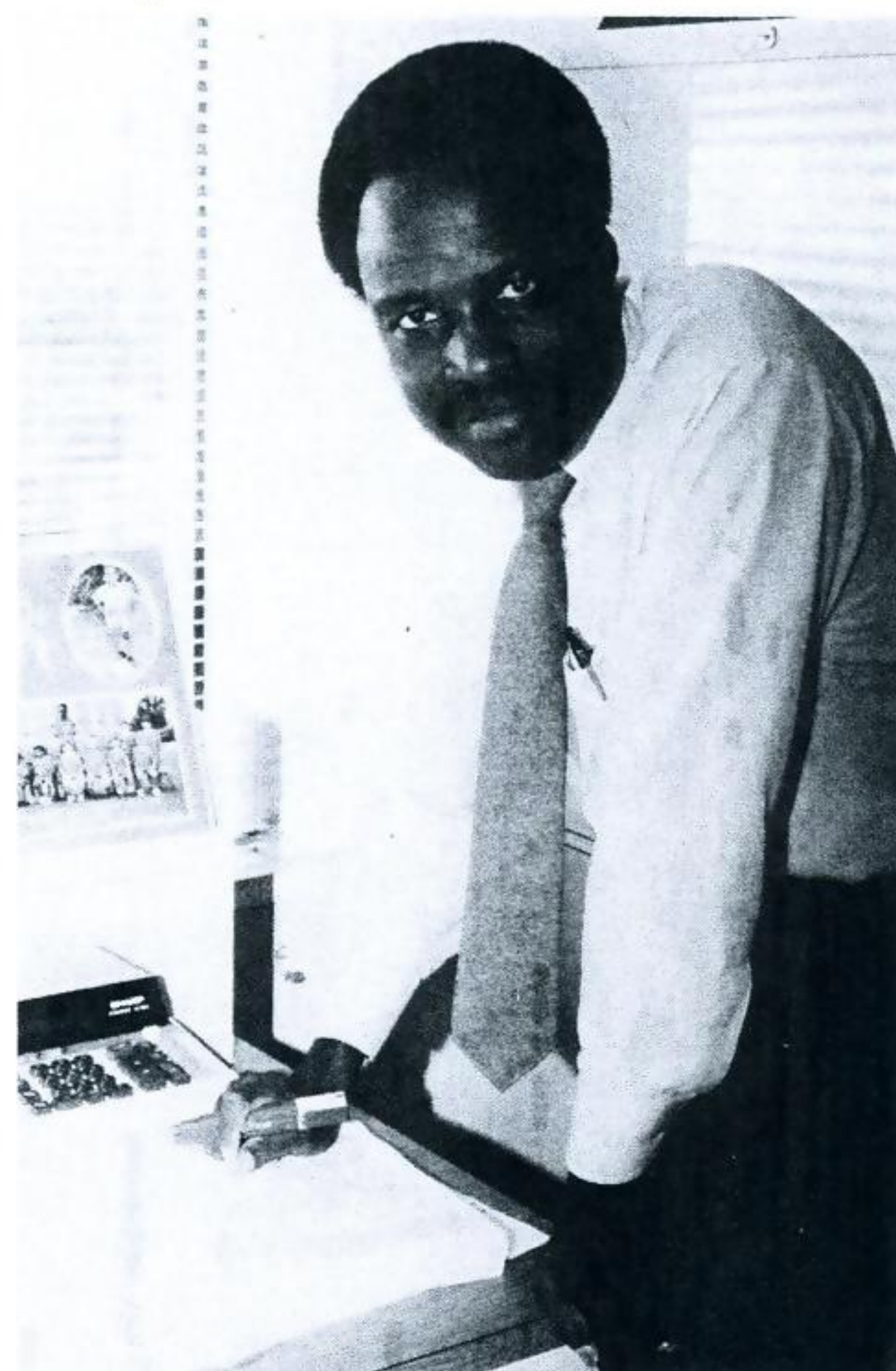
Since Tingan and his wife were both considering their professional careers when he looked at the Gulf States job offer, he discussed how they arrived at their dual-career decision. "We set three goals which had to be met - we wanted to live in a medium-sized city, we didn't want to live apart and we each wanted successful careers. We're achieving all three goals right here."



**GULF STATES
UTILITIES COMPANY**

Adolph Tingan

M.S. and B.S - Agricultural Economics
Texas A & M University
College Station, Texas



**"THE OPPORTUNITIES
ARE HERE FOR ANYONE
WHO WANTS TO WORK
FOR THEM"**

"I haven't had a chance to be bored during my 13 1/2 years at Gulf States," says Shelia Johnson. "Just working for a utility has been interesting."

Johnson, who joined GSU as an accountant in Business Systems, is now director of that group. She has also worked in Data Control, General Accounting and Technical Accounting ... and earned her CPA certificate after attending company-offered classes.

"Some people think of accounting as only debits and credits. Not so at Gulf States," says Johnson. "With the nuclear plant coming online and our reporting to the commissions in rate cases, accounting work here has been varied and interesting."

Johnson explains there are other areas of accounting to pursue at Gulf States besides the traditional auditing and tax work. "I enjoy my responsibility in Business Systems because it gives me an opportunity to assist all of Accounting Services. When you help people make improvements to increase their productivity and save the company money, they appreciate what you are doing ... and I like that."

A single adult, Johnson finds plenty of activities that interest her. She takes ski trips to Colorado and Europe with the Armadillo Ski Club, plays city league volleyball and softball, does volunteer work with the American Heart Association and participates in church activities. "You can do almost anything you want to do here," she believes.

And in her work at Gulf States, Johnson says there is always something to do. "Someone is asking you to do something differently, to analyze something differently. It's interesting and challenging."

She concludes, "When I decided to take the position at Gulf States, I think I made a good choice all the way around. I couldn't ask for a better place to work ... the people, the benefits, the community. The opportunities are here for anyone who wants to work for them."



**GULF STATES
UTILITIES COMPANY**

Shelia Johnson
BBA-Accounting
Lamar University
Beaumont, Texas



**"NOW I'M BACK WHERE I
STARTED, ONLY THIS TIME
I'M THE SUPERVISOR"**

Ten years ago Travis Harrington started working as an accountant in the group he now supervises. The supervisor of plant accounting says, "Over the years people here have been supportive and helped me grow."

From Plant and Field Accounting the Gulf States accountant moved to Credit Collection, where he worked with customers who had problems paying their bills. "I tried to contact them and work out payment arrangements, but sometimes I ended up presenting the company's side of the case in small claims court," he recalls.

Next as a staff accountant I in the Tax Depreciation group, Harrington calculated depreciation on Gulf States' equipment. He mentions, "One of my major projects was to be sure

equipment at our River Bend nuclear plant was handled properly from the investment tax credit standpoint."

After promotion to staff accountant II, Harrington moved to the Orange, Texas, district office as supervisor of accounting. "I supervised 19 people - credit and collections, customer accounting, meter readers and buildings and grounds workers. I had a variety of responsibilities and a great opportunity to grow," he remarks.

"Now I'm back where I started," he continues, "only this time I'm the supervisor." The CPA says coming back to plant accounting was a challenge because there were some new things to learn. "A lot of experienced people assisted me in learning. I had to rely on them," he states.

Harrington says he enjoys supervising. "I like learning about

people and helping them accomplish their goals along with company goals," he says. "That is the most challenging part of my job."

The father of a 3-year old says he and his school teacher wife find the Beaumont area a nice place to raise a family. "People are friendly," he says.

Also, he feels the Gulf States benefits are excellent for his family. Harrington says he believes "it's important for someone making a career decision to look at the total package - salary and benefits. At Gulf States this is a real plus."

Reflecting on his career, Harrington says, "People here have helped me continue to grow. I hope to increase my responsibilities in the management area ... and I believe that is a realistic goal at Gulf States."



TRAVIS



**GULF STATES
UTILITIES COMPANY**

Travis Harrington
B.S. - Accounting
Mississippi State University
Starkville, Mississippi



**"IF YOU DO YOUR JOB
AND DO IT WELL,
YOU WILL BE REWARDED."**

"My job at Gulf States offers some great advantages," says communications specialist Mark Viguet. "I get to do what I like best – write – and I can develop my computer skills, including desktop publishing."

Viguet, who joined the Public Affairs department after completing graduate school, says he was impressed by the resources Gulf States offered. "I looked around and felt this would be a great place to work," he comments. "There's adequate equipment, a comfortable working environment, a modern building with meeting rooms on every floor, even an employee cafeteria."

Computers are some of the equipment Viguet uses to do his work – the IBM PC for customer bill inserts,

the IBM mainframe for a daily newsbulletin which is transmitted to company locations and the Apple Macintosh for desktop publishing to produce several employee newsletters for company divisions.

"I think it's great to work in the corporate headquarters of a Fortune 500 company in a town like Beaumont," says Viguet. "Here we have big city advantages without big city problems." He notes it takes him only 15 minutes to drive to work. "In a larger city you'd practically have to live on top of the building to get there that fast," he grins.

What appeals to him about Gulf States? "The company has a team atmosphere," he says. "People are willing to help you if you try. If you do your job and do it well, you will be rewarded. And you won't do just one

thing. You're given the opportunity to add other responsibilities, to expand your horizons."

"Besides," he continues, "we provide a service people need. Electricity is vital. Working here gives me a sense of responsibility to my community as well as to myself. I'm part of a team that provides electricity to customers. I help make the wheel turn."

After work, Viguet and his wife enjoy the cuisine of the area ... "everything from Cajun food to oriental to southern cooking." They also make occasional trips to Houston for plays, concerts and sporting events. "I enjoy teaching a group of third-graders at my church," Viguet says, "and walking King (a Cavalier King Charles spaniel), which Viguet calls 'a highfalutin dog'."



Mark Viguet
Master of Journalism
Louisiana State University
B.S. - Journalism
Texas A & M University



**"MY RESPONSIBILITIES
HERE HAVE KEPT ME
BUSY AND GROWING AS
A PROFESSIONAL"**

"Gulf States offers good career opportunities," says Wally Beck, supervisor-nuclear steam supply system engineering, River Bend nuclear plant. "My Responsibilities here have kept me busy and growing as a professional," he continues.

Beck, who joined the company in 1984, as a control room operating foreman, advanced to supervisor-reactor engineering and then to supervisor-balance of plant engineering prior to his present position.

Working at River Bend has presented some interesting challenges, according to Beck. "The initial challenge was getting the plant ready for start-up, getting the last 5 percent finished so the plant could achieve initial criticality on Halloween 1985," he recalls.

Then there was the challenge of working as one of the outage directors

during the first refueling outage. He remembers working with contractors, maintenance, engineering and operations. "I had to balance individual – and sometimes conflicting – input and recommendations and make decisions that would meet established goals and keep us on schedule." Beck says the 12-hour shift work was "demanding from a physical and mental standpoint" and he enjoyed it.

The challenge of his current position is keeping up with changing priorities and scheduling work to keep it on track. "You arrive in the morning and think you have your day planned," he says. "Then something happens which causes you to change your list of priorities, but you feel you're making a major contribution toward keeping the plant online. You're an important part of the team."

Beck says he enjoys supervising. "People here are self-motivated and interested in doing their jobs well," he

says. "You can enjoy working with these people."

After hours Beck spends time with his wife and three children. "We live in Zachary, 10 minutes from the plant. It's a nice community, a good place to raise a family. The schools are good and there is an active church and civic community. I stay busy with my daughter's Girl Scout projects and my son's T-ball. It's fun to watch them grow." In his spare time he also flies a single-engine Piper aircraft. "I take cross-country flights and general sightseeing trips," he says.

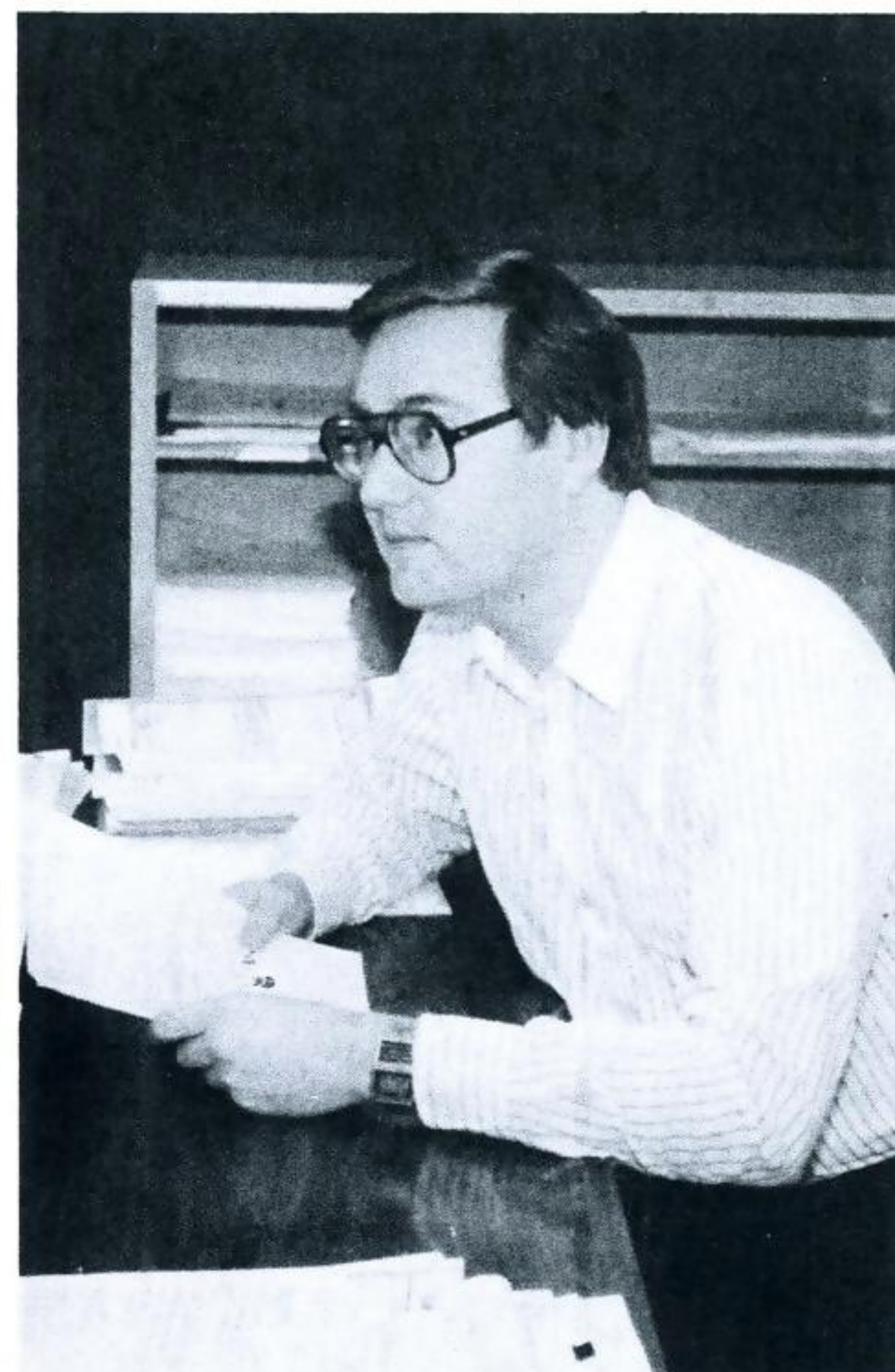
Beck says he believes the River Bend nuclear plant in South Louisiana is perfectly situated. "You can live in the historic town of St. Francisville, where the plant is located, or the small town of Zachary where I live, or the larger city of Baton Rouge.

Summing it up, he says, "There are good career opportunities with Gulf States at River Bend and the quality of life is excellent.



**GULF STATES
UTILITIES COMPANY**

Wally Beck, P.E.
B.S. - Nuclear Engineering
University of Wisconsin
Madison, Wisconsin



"I'M NOT BORED. IT'S NOT THE SAME THING EVERYDAY."

Talking about the work she does to support Gulf States' Energy Control Center, Janelle Chalupa says, "I'm not bored. It's not the same thing everyday."

With degrees in chemical engineering and computer science, Chalupa joined the company as an assistant systems analyst in 1987 and moved up the career ladder to associate systems analyst. Her next step up will be to systems analyst, a promotion she hopes will come in late 1991 - four years after joining the company.

Speaking of the Energy Control Center and its importance in saving money on the company's yearly fuel bills, Chalupa explains that trained specialists monitor and control the company's power system at the center,

with the help of computer hardware and software. That is where she comes in. She has helped design some of the software for the center to use in analyzing fuel costs and power generation patterns. Chalupa explains, "The software runs 24 hours a day. We wear beepers and respond if there is a problem with the software or a machine."

"This has been a good experience for me," she says, noting that she has worked on a variety of software and machines. "The work is interesting and people here are helpful," she continues. "You can walk across the hall and ask someone if you have a problem. They will stop what they are doing and come help you. When I first worked here, I couldn't get over that. They actually stopped their work to come help me."

Why does she find her work so interesting? "When we forecast the load, we determine the most economical way for the company to generate power over a seven-day period. This can include bringing some of our generating units up or down or purchasing power from outside sources. We have to be as exact as possible when we forecast our load because you can't store electricity. You either use what you generate or lose it," she observes.

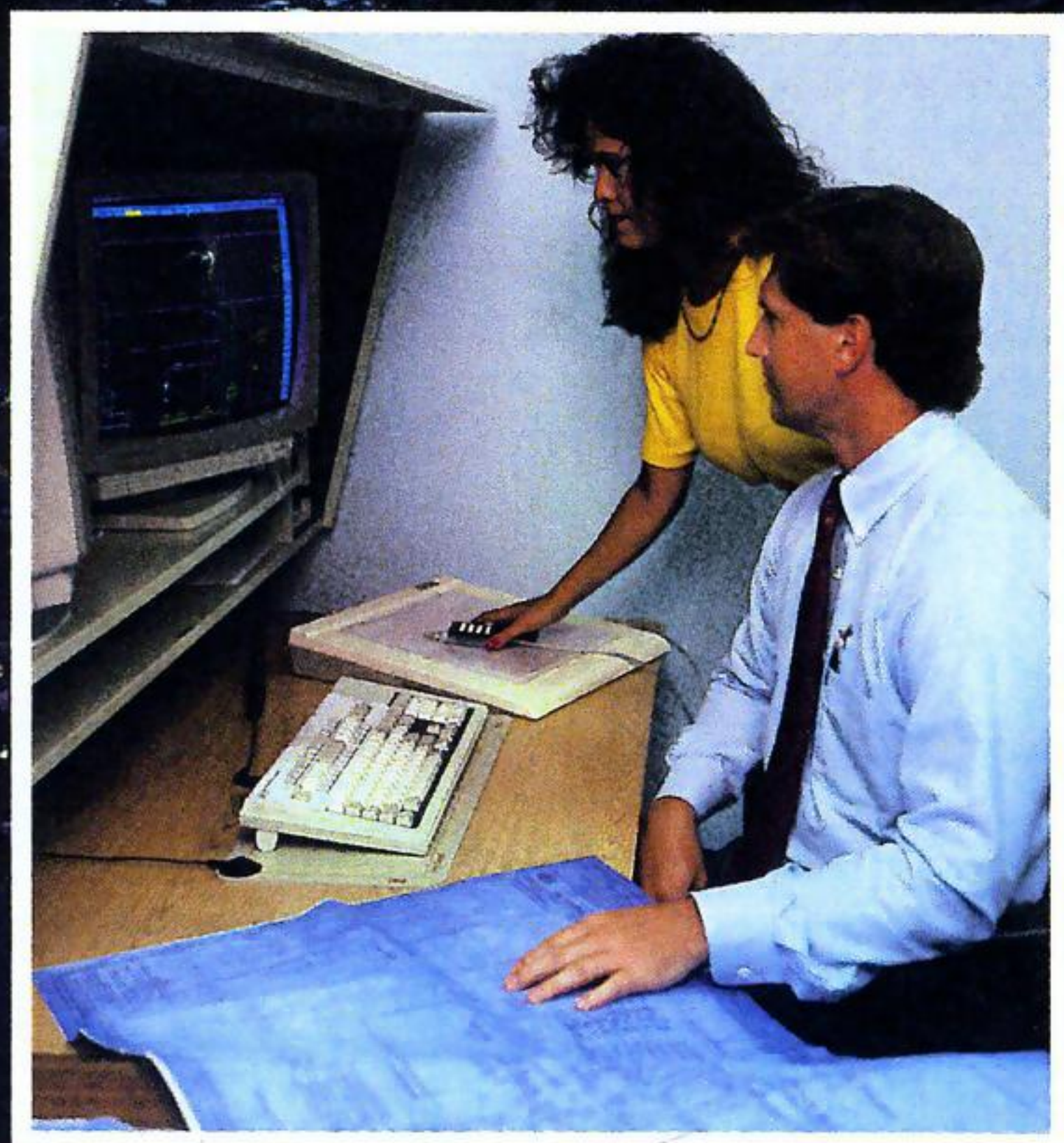
After work hours, Chalupa has returned to Lamar University where she is pursuing her master's of science degree in computer science. "Financial aid to education is a great company benefit," she says. "When I earn my degree, the company will reimburse me 100 percent."



JANELLE CHALUPA
B.S. - Chemical Engineering and
B.S. - Computer Science
Lamar University
Beaumont, Texas



We Generate Achievement.



At Gulf States Utilities, we put a lot of energy into building a reputation for industry leadership. Today we're in the Fortune 500 and we're recognized as one of the largest corporations in Texas, providing service to over a half million customers in southeast Texas and south Louisiana.

Our corporate philosophy for success has been based on the personal and professional achievements of those Gulf States Utilities' employees whose contributions make it all possible.

Gulf States Utilities continues to encourage its employees to strive for success by providing a work environment that fosters achievement at all levels which includes training, responsibility, recognition, and virtually unlimited opportunity.

If you're interested in generating achievement in your own career, consider the outstanding opportunities now available at Gulf States Utilities in Texas and Louisiana:

- Mechanical Engineers ■ Electrical Engineers
- Accountants ■ Computer Science Graduates
- Nuclear Engineers

For immediate consideration, please send your resume to:

Employment and Placement
Gulf States Utilities Company
P.O. Box 2951, Beaumont, Texas 77704

Or to our Nuclear Generating Station
in Louisiana:

Employee Relations
Gulf States Utilities Company
River Bend Station, P.O. Box 220,
St. Francisville, LA 70775.

Equal Opportunity Employer M/F/H/V.

 **GULF STATES
UTILITIES CO.**